6/7/93

to Denise To S. Varner

TURNER BROADCASTING SYSTEM, INC.
ONE CNN CENTER, Box 105366, Atlanta, GA 30348-5366

ALLAN J. DeNIRO
Corporate Vice President
Human Resources
(404) 827-4750

MURRAY H. BRING

PLEASE READ

Steve.

Attached is the Turner smoking policy. Please note the circled paragraph ~~[illegible]~~ Dent Georgia, NY, and DC (where Turner has offices) have anti-discrimination laws: If so, should we do something to protect this violation of law?

Murray

June 4, 1993

TO: All Employees

FR: Allan J. DeNiro

RE: New Smoking Policy

Two operating changes, one now and one in 9 smoking.

New Fulton County smoking ordinances gov prohibit smoking in open public spaces like tl and floor breakrooms. At the same time, this and previously designated areas in our cafeteri TAKE EFFECT ON MONDAY, JUNE 7, 1993.

Further, a company policy decision has also b facilities and TBS-owned and managed office where legal worldwide) as SMOKE-FREE ENVIRONMENTS by the end of the summer.

When this second policy takes effect IN 90 DAYS on SEPTEMBER 7, 1993, this will mean that smoking will be permitted only outside the building. This policy will apply to previously grandfathered employees who smoke.

TURNER WILL ALSO CONTINUE ITS EXISTING POLICY OF NOT HIRING SMOKERS AS WE HAVE DONE SINCE 1986.

As we have in the past, we will also continue to assist our employees with smoking cessation classes at the company's expense.

MORE INFORMATION WILL BE FORTHCOMING VERY SOON. AGAIN, THE NEW FULTON COUNTY ORDINANCES (ATLANTA ONLY) WILL TAKE EFFECT ON JUNE 7, 1993; THE NEW TURNER POLICY WILL TAKE EFFECT ON SEPTEMBER 7, 1993. ANY QUESTIONS MAY BE DIRECTED TO MY ATTENTION OR TO YOUR HUMAN RESOURCES REPRESENTATIVE.

CC: Executive Committee

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